

Information Regarding Workers Compensation with Sick Leave Sharing and Family Medical Leave

Eligible employees who sustain a job related injury or illness may be entitled to workers' compensation benefits. Workers' compensation benefits can include reimbursement for medical expenses accrued and compensation for lost wages as a result of the work related injury or illness. Compensation will not be paid to the employee for the first 7 days of disability. However, if the disability continues for a duration of 2 weeks, compensation will be paid to the employee from the first day of the disability. An employee who chooses to accept workers' compensation benefits can use accumulated paid leave with workers' compensation benefits in order to maintain their regular full salary. If paid leave is used in conjunction with workers' compensation the employee shall remit workers' compensation income benefits to their agency for the time an employee received paid leave and the agency shall reinstate the accumulated leave to the employees balance to the extent workers' compensation benefits are remitted to the agency. An employee cannot receive their full payroll and retain the Workers' Compensation income benefits for the same period of time.

Employees who are off work due to a workers' compensation related injury or illness may be eligible to participate in the sick leave sharing program even if they do not meet the minimum qualifications for Family and Medical Leave. To be eligible to receive sick leave sharing donations, an employee must be in active employment status and be absent due to a medically certified injury or illness anticipated to last for a duration of at least 10 consecutive working days and must complete and submit a sick leave sharing application along with proper medical certification. If the sick leave sharing application is approved, the employee is eligible to receive donations beginning with the date the employee applied for sick leave sharing and up to the amount of leave the appointing authority has approved them to receive. If an employee who is absent for a workers' compensation injury or illness applies for and is approved to receive sick leave sharing donations, the donated sick leave hours shall be reinstated to the employee's available leave balances to the extent workers' compensation benefits are remitted to the agency related to the donated sick leave used. If an employee is absent due to workers' compensation injury or illness and elects not to apply for sick leave sharing or applies and does not receive donations they may be entitled for Family and Medical Leave.

Employees who are off work due to a workers' compensation related injury or illness may be eligible for Family and Medical Leave. Family and Medical Leave Act is a federal program enacted in 1993 to provide eligible employees a maximum of 12 weeks of job protected unpaid leave within a calendar year. Family and Medical Leave should be designated for an employee or the employee should apply if they are off work more than 3 consecutive days. Employees can choose, but are not required, to run Family and Medical Leave concurrently with paid leave. Once the employee exhausts Family and Medical Leave they are placed on sick leave by Personnel action for a maximum of 1 calendar year and may continue to receive worker's compensation checks which they are entitled to keep as they would be inactive employment status and have exhausted all accumulated leave balances.